

**2015 FCC EEO Public File Report for Charter Communications
12310 - CM Lewis and Clark Cnty MT**

This Report Covers September 1, 2014 through August 31, 2015

Total Number of Full-Time Vacancies Filled During This Period: 4
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 12

Please see attached the Recruitment Source List that includes recruitment source contact information.

FULL-TIME VACANCIES FILLED

FCC Unit (All)

Req #	Job Title	Recruitment Source(s) Used to Fill the Vacancy	Interviewees Referred	Number Hired
1502980	Account Coordinator	LinkedIn	0	0
		Charter.com	0	0
		Internal	1	1
		Referral*	1	0
		Indeed.com*	1	0
		Direct Employers	0	0
		RecruitMilitary	0	0
		Glassdoor.com	0	0
		CableFax	0	0
		Multi-Channel News	0	0
		Carroll College	0	0
		Montana Tech	0	0
1502980 Total			3	1
1408086	Account Executive	LinkedIn	2	1
		Charter.com	1	0
		Internal	1	1
		Referral*	1	0
		Indeed.com*	2	0
		RecruitMilitary	0	0
		CableFax	0	0
		Multi-Channel News	0	0
		Carroll College	0	0
		SimplyHired*	1	0
		Hero2Hired	0	0
		Montana Jobs	0	0
		University of Alabama Career Fair	0	0
		Tennessee State University Fall Career Fair	0	0
		Ranken Technical College Job Fair	0	0
		Montana State University Career Fair	0	0

1408086	Account Executive	Middle Tennessee State University Career Fair	0	0
1408086 Total			8	2
1408088	Manager, Local Sales I	LinkedIn	0	0
		Charter.com	0	0
		Internal	1	1
		Direct Employers	0	0
		Glassdoor.com	0	0
		Carroll College	0	0
		Hero2Hired	0	0
		Montana Jobs	0	0
1408088 Total			1	1
Grand Total			12	4

RECRUITMENT SOURCE LIST

Name of Recruitment Source	Street Address	City, State, Zip	Contact Person	Telephone Number	Entitled to Notification?	Total Number of Referrals
Direct Employers	9002 N. Purdue Rd., Ste. 100	Indianapolis, IN 42628	directemployers.org	317-874-9000	No	0
Charter.com	12405 Powerscourt Dr.	St. Louis, MO 63131	charter.com/careers	314-965-0555	No	1
RecruitMilitary	422 West Loveland Ave.	Loveland, OH 45140	recruitmilitary.com	513-683-5020	No	0
LinkedIn	2029 Stierlin Court	Mountain View, CA 94043	linkedin.com	312-650-7593	No	2
GlassDoor.com	100 Shoreline Highway, Building A	Mill Valley, CA 94941	glassdoor.com	415-275-7645	No	0
Internal					No	3
Referral*					No	2
Indeed.com*					No	3
Carroll College	1601 N. Benton Ave.	Helena, MT 59265	Career Services	406-447-5532	No	0
Montana Tech	1300 West Park St.	Butte, MT 59701	Career Services	406-496-4140	No	0
SimplyHired*					No	1
Hero2Hired	https://h2h.jobs/				No	0
Montana Job	https://jobs.mt.gov				No	0
Multi-Channel News			multichannel.com		No	0
CableFax			cablefax.com		No	0
University of Alabama Career Fair	751 Campus Drive	Tuscaloosa, AL 35487	Career Center	205-348-5848	No	0
Tennessee State University Career Fair	3500 John Merritt Blvd.	Nashville, TN 37209	Career Development Center	615.963.7527	No	0
Ranken Technical College Job Fair	4431 Finney Ave.	St. Louis, MO 63113	Janie Summers	314-286-3665	No	0
Montana State University Career Fair	177 Strand Union Building	Bozeman, MT 59717	Career Services	406-994-4353	No	0
Middle Tennessee State University Career Fair	1301 E. Main St.	Murfreesboro, TN 37132	Career Development Center	615-898-2500	No	0

Note: Charter works with DirectEmployers Corporation, a job sourcing organization, to broadly disseminate its job vacancy information for this unit. DirectEmployers posts Charter's job vacancy information for this unit to a variety of sources.

* The sources marked with (*) in this report are sources that were identified by interviewees as referral sources, but that: (1) Charter did not use directly as a recruitment source; and/or (2) Interviewees were unable to identify more precisely. Many job boards and job banks pull Charter's job vacancies from its website and post them independently via their own systems. Accordingly, applicants often learn about Charter's job vacancies from sources that Charter does not post with directly or track.

Supplemental Recruitment Initiatives:

#	Name	Date	Description
1	Tuition Reimbursement	Ongoing	college courses to enhance their skills to better prepare them for their current jobs and/or advanced positions.
2	Training Programs for All Employees	Ongoing	topics: fostering mutual respect in the workplace, Charter's Code of Conduct, information security, privacy, records and information management, timekeeping, and performance
3	Management-Level Employees	Ongoing	programs devised to assist with leadership development and policy administration skills. Offerings provided at various times during this plan year included Civil Treatment for
4	Lynda.com Training	Ongoing	online courses for creative services staff to increase their knowledge and skills
5	University of Alabama Career Fair	9/24/2014	Job Fair
6	Tennessee State University Career Fair	10/9/2014	Job Fair
7	Ranken Technical College Job Fair	3/5/2015 and 6/24/15	Job Fair
8	Montana State University Career Fair	3/24/2015	Job Fair
9	Middle Tennessee State University Career Fair	10/23/2014	Job Fair